UNITED STATES SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, DC 20549

FORM 10-Q

R **QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**
For the Quarterly Period Ended March 31, 2016

OR

TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934
For the transition period from ____ to ____

Commission file number: 001-33245

EMPLOYERS HOLDINGS, INC.
(Exact name of registrant as specified in its charter)

Nevada	**04-3850065**
(State or other jurisdiction of incorporation or organization)	(I.R.S. Employer Identification Number)

10375 Professional Circle, Reno, Nevada 89521
(Address of principal executive offices and zip code)
(888) 682-6671
(Registrant’s telephone number, including area code)

Indicate by check mark whether the registrant: (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes R No o

Indicate by check mark whether the registrant has submitted electronically and posted on its corporate Web site, if any, every Interactive Data File required to be submitted and posted pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit and post such files). Yes R No o

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, or a smaller reporting company. See definitions of “large accelerated filer,” “accelerated filer,” “non-accelerated filer,” and “smaller reporting company” in Rule 12b-2 of the Exchange Act. (Check one):

Large accelerated filer R	Accelerated filer o	Non-accelerated filer o	Smaller reporting company o

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes o No R

Class	April 21, 2016
Common Stock, $0.01 par value per share	32,441,521 shares outstanding

TABLE OF CONTENTS

PART I – FINANCIAL INFORMATION

Item 1. Consolidated Financial Statements

Employers Holdings, Inc. and Subsidiaries
Consolidated Balance Sheets
(in thousands, except share data)

	As of March 31, 2016	As of December 31, 2015
Assets	(unaudited)	
Available for sale:		
Fixed maturity securities at fair value (amortized cost $2,215,900 at March 31, 2016 and $2,221,100 at December 31, 2015)	$ 2,312,600	$ 2,288,500
Equity securities at fair value (cost $145,200 at March 31, 2016 and $137,500 at December 31, 2015)	207,600	198,700
Total investments	2,520,200	2,487,200
Cash and cash equivalents	70,800	56,600
Restricted cash and cash equivalents	4,200	2,500
Accrued investment income	19,600	20,600
Premiums receivable (less bad debt allowance of $9,600 at March 31, 2016 and $12,200 at December 31, 2015)	315,100	301,100
Reinsurance recoverable for:		
Paid losses	7,900	7,700
Unpaid losses	621,400	628,200
Deferred policy acquisition costs	47,000	44,300
Deferred income taxes, net	55,500	67,900
Property and equipment, net	23,000	24,900
Intangible assets, net	8,400	8,500
Goodwill	36,200	36,200
Contingent commission receivable—LPT Agreement	29,200	29,200
Other assets	38,300	40,900
Total assets	$ 3,796,800	$ 3,755,800
Liabilities and stockholders' equity		
Claims and policy liabilities:		
Unpaid losses and loss adjustment expenses	$ 2,341,900	$ 2,347,500
Unearned premiums	323,700	308,900
Total claims and policy liabilities	2,665,600	2,656,400
Commissions and premium taxes payable	47,500	52,500
Accounts payable and accrued expenses	19,700	24,100
Deferred reinsurance gain—LPT Agreement	186,400	189,500
Notes payable	32,000	32,000
Other liabilities	41,900	40,500
Total liabilities	$ 2,993,100	$ 2,995,000
Commitments and contingencies		
Stockholders' equity:		
Common stock, $0.01 par value; 150,000,000 shares authorized; 55,894,288 and 55,589,454 shares issued and 32,483,983 and 32,216,480 shares outstanding at March 31, 2016 and December 31, 2015, respectively	$ 600	$ 600
Preferred stock, $0.01 par value; 25,000,000 shares authorized; none issued	—	—
Additional paid-in capital	363,200	357,200
Retained earnings	700,100	682,000
Accumulated other comprehensive income, net	103,400	83,600
Treasury stock, at cost (23,410,305 shares at March 31, 2016 and 23,372,974 shares at December 31, 2015)	(363,600)	(362,600)
Total stockholders' equity	803,700	760,800
Total liabilities and stockholders' equity	$ 3,796,800	$ 3,755,800

See accompanying unaudited notes to the consolidated financial statements.

Employers Holdings, Inc. and Subsidiaries

Consolidated Statements of Comprehensive Income

(in thousands, except per share data)

	Three Months Ended March 31, 2016	Three Months Ended March 31, 2015
Revenues	(unaudited)	
Net premiums earned	$ 172,600	$ 159,000
Net investment income	17,800	16,900
Net realized gains on investments	1,500	1,200
Other income	100	100
Total revenues	192,000	177,200
Expenses		
Losses and loss adjustment expenses	107,300	106,200
Commission expense	20,300	18,700
Underwriting and other operating expenses	36,300	33,500
Interest expense	400	700
Total expenses	164,300	159,100
Net income before income taxes	27,700	18,100
Income tax expense	6,700	4,100
Net income	$ 21,000	$ 14,000
Comprehensive income		
Unrealized gains during the period (net of tax expense of $11,200 and $5,000 for the three months ended March 31, 2016 and 2015, respectively)	$ 20,800	$ 9,200
Reclassification adjustment for realized gains in net income (net of taxes of $500 and $400 for the three months ended March 31, 2016 and 2015, respectively)	(1,000)	(800)
Other comprehensive income, net of tax	19,800	8,400
Total comprehensive income	$ 40,800	$ 22,400
Net realized gains on investments		
Net realized gains on investments before credit related impairments	$ 6,800	$ 1,200
Other than temporary impairment recognized in earnings	(5,300)	—
Net realized gains on investments	$ 1,500	$ 1,200
Earnings per common share (Note 10):		
Basic	$ 0.65	$ 0.44
Diluted	$ 0.64	$ 0.43
Cash dividends declared per common share	$ 0.09	$ 0.06

See accompanying unaudited notes to the consolidated financial statements.

Employers Holdings, Inc. and Subsidiaries

Consolidated Statements of Cash Flows

(in thousands)

	Three Months Ended March 31,	
	2016	**2015**
Operating activities	(unaudited)	
Net income	$ 21,000	$ 14,000
Adjustments to reconcile net income to net cash provided by operating activities:		
Depreciation and amortization	2,200	1,700
Stock-based compensation	1,800	1,800
Amortization of premium on investments, net	3,700	3,200
Allowance for doubtful accounts	(2,600)	1,200
Deferred income tax expense	1,700	1,800
Realized gains on investments, net	(1,500)	(1,200)
Excess tax benefits from stock-based compensation	(800)	(600)
Other	100	400
Change in operating assets and liabilities:		
Premiums receivable	(11,400)	(1,600)
Reinsurance recoverable for paid and unpaid losses	6,600	9,300
Federal income taxes	4,100	(1,600)
Unpaid losses and loss adjustment expenses	(5,600)	600
Unearned premiums	14,800	13,800
Accounts payable, accrued expenses and other liabilities	(4,000)	(1,400)
Deferred reinsurance gain—LPT Agreement	(3,100)	(2,900)
Contingent commission receivable—LPT Agreement	—	(200)
Other	(6,200)	(13,400)
Net cash provided by operating activities	20,800	24,900
Investing activities		
Purchase of fixed maturity securities	(102,500)	(168,000)
Purchase of equity securities	(32,600)	(8,000)
Proceeds from sale of fixed maturity securities	42,400	—
Proceeds from sale of equity securities	26,300	8,200
Proceeds from maturities and redemptions of investments	61,500	85,100
Capital expenditures	(200)	(900)
Change in restricted cash and cash equivalents	(1,700)	2,400
Net cash used in investing activities	(6,800)	(81,200)
Financing activities		
Acquisition of treasury stock	(1,000)	—
Cash transactions related to stock-based compensation	3,400	(300)
Dividends paid to stockholders	(2,900)	(1,900)
Payments on notes payable and capital leases	(100)	(100)
Excess tax benefits from stock-based compensation	800	600
Net cash provided by (used in) financing activities	200	(1,700)
Net increase (decrease) in cash and cash equivalents	14,200	(58,000)
Cash and cash equivalents at the beginning of the period	56,600	103,600
Cash and cash equivalents at the end of the period	$ 70,800	$ 45,600

See accompanying unaudited notes to the consolidated financial statements.

1. Basis of Presentation and Summary of Operations

Employers Holdings, Inc. (EHI) is a Nevada holding company. Through its wholly owned insurance subsidiaries, Employers Insurance Company of Nevada (EICN), Employers Compensation Insurance Company (ECIC), Employers Preferred Insurance Company (EPIC), and Employers Assurance Company (EAC), EHI is engaged in the commercial property and casualty insurance industry, specializing in workers' compensation products and services. Unless otherwise indicated, all references to the “Company” refer to EHI, together with its subsidiaries.

The accompanying consolidated financial statements have been prepared in accordance with U.S. generally accepted accounting principles (GAAP) for interim financial information and with the instructions to Form 10-Q and Article 10 of Regulation S-X of the Securities Exchange Act of 1934, as amended. Accordingly, they do not include all of the information and notes required by GAAP for complete financial statements. In the opinion of management, all adjustments (consisting of normal, recurring adjustments) necessary for a fair presentation of the Company’s consolidated financial position and results of operations for the periods presented have been included. The results of operations for an interim period are not necessarily indicative of the results for an entire year. These financial statements have been prepared consistent with the accounting policies described in the Company’s Annual Report on Form 10-K for the year ended December 31, 2015.

The Company considers an operating segment to be any component of its business whose operating results are regularly reviewed by the Company’s chief operating decision maker to make decisions about resources to be allocated to the segment and assess its performance based on discrete financial information. Currently, the Company has one operating segment, workers’ compensation insurance and related services.

Use of Estimates

The preparation of the consolidated financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and disclosure of contingent assets and liabilities, at the date of the consolidated financial statements and the reported amounts of revenues and expenses during the reporting period. As a result, actual results could differ from these estimates. The most significant areas that require management judgment are the estimate of unpaid losses and loss adjustment expenses (LAE), evaluation of reinsurance recoverables, recognition of premium revenue, deferred income taxes, and investments.

Reclassifications

Certain prior period information has been reclassified to conform to the current period presentation.

2. New Accounting Standards

In January 2016, the FASB issued *ASU Number 2016-01, Financial Instruments - Overall* (Subtopic 825-10). This update replaces the guidance to classify equity securities with readily determinable fair values into different categories (trading or available-for-sale) and requires equity securities to be measured at fair value with changes in fair value recognized through net income. Additionally, this update eliminates the method and significant assumptions used to estimate the fair value of financial instruments measured at amortized cost. It requires financial instruments to be measured at fair value using the exit price notion. Furthermore, this update clarifies that an evaluation of deferred tax assets related to available-for-sale securities is needed, in combination with an evaluation of other deferred tax assets, to determine if a valuation allowance is required. This update becomes effective for fiscal years beginning after December 15, 2017, including interim periods within those fiscal years. The Company has determined that at March 31, 2016, adoption of this guidance would result in a $62.4 million reclassification adjustment, net of tax, between retained earnings and accumulated other comprehensive income. The Company has not yet estimated the full impact that the adoption will have on its consolidated statement of comprehensive income.

In February 2016, the FASB issued *ASU Number 2016-02*, *Leases* (Topic 842). This update provides guidance on a new lessee model that includes the recognition of assets and liabilities arising from lease transactions on the balance sheet. Additionally, the update provides clarity on the definition of a lease and the distinction between finance and operating leases. Furthermore, the update requires certain qualitative and quantitative disclosures pertaining to the amounts recorded in the financial statements. This update becomes effective for annual reporting periods, including interim periods within those annual periods, beginning after December 15, 2018 and early adoption is permitted. The Company has not yet estimated the full impact that the adoption will have on its consolidated financial condition and results of operations.

In March 2016, the FASB issued *ASU Number 2016-09, Compensation - Stock Compensation* (Topic 718). This update simplifies several aspects of the accounting for share based-payment award transactions including income taxes and classification of awards on the balance sheet and on the statement of cash flows. This update becomes effective for annual reporting periods, including interim periods within those annual periods, beginning after December 15, 2016 and early adoption is permitted. The Company has not yet estimated the full impact that the adoption will have on its consolidated financial condition and results of operations.

3. Fair Value of Financial Instruments

The carrying value and the estimated fair value of the Company’s financial instruments were as follows:

	March 31, 2016		December 31, 2015	
	Carrying Value	Estimated Fair Value	Carrying Value	Estimated Fair Value
	(in millions)			
Financial assets				
Investments	$ 2,520.2	$ 2,520.2	$ 2,487.2	$ 2,487.2
Cash and cash equivalents	70.8	70.8	56.6	56.6
Restricted cash and cash equivalents	4.2	4.2	2.5	2.5
Financial liabilities				
Notes payable	$ 32.0	$ 32.2	$ 32.0	$ 36.6

Assets and liabilities recorded at fair value on the consolidated balance sheets are categorized based upon the levels of judgment associated with the inputs used to measure their fair value. Level inputs are defined as follows:

- Level 1 - Inputs are unadjusted quoted market prices for identical assets or liabilities in active markets at the measurement date.
- Level 2 - Inputs other than Level 1 prices that are observable for similar assets or liabilities through corroboration with market data at the measurement date.
- Level 3 - Inputs that are unobservable that reflect management's best estimate of what willing market participants would use in pricing the assets or liabilities at the measurement date.

Fair values of available-for-sale fixed maturity and equity securities are based on quoted market prices, where available. If quoted market prices and an estimate determined by using objectively verifiable information are unavailable, the Company produces an estimate of fair value based on internally developed valuation techniques, which, depending on the level of observable market inputs, will render the fair value estimate as Level 2 or Level 3. The Company bases all of its estimates of fair value for assets on the bid price, as it represents what a third-party market participant would be willing to pay in an arm's length transaction.

These methods of valuation will only produce an estimate of fair value if there is objectively verifiable information to produce a valuation. If objectively verifiable information is not available, the Company would be required to produce an estimate of fair value using some of the same methodologies, making assumptions for market-based inputs that are unavailable.

The Company's estimates of fair value for financial liabilities are based on the interest rates for notes with similar durations to discount the projection of future payments on notes payable. The fair value measurements for notes payable have been determined to be Level 2.

The following table presents the items on the accompanying consolidated balance sheets that are stated at fair value and the corresponding fair value measurements.

	March 31, 2016			December 31, 2015		
	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
	(in millions)					
Fixed maturity securities						
U.S. Treasuries	$ —	$ 130.6	$ —	$ —	$ 120.2	$ —
U.S. Agencies	—	24.4	—	—	24.4	—
States and municipalities	—	863.3	—	—	854.5	—
Corporate securities	—	940.1	—	—	925.3	—
Residential mortgage-backed securities	—	244.0	—	—	237.9	—
Commercial mortgage-backed securities	—	80.1	—	—	80.3	—
Asset-backed securities	—	30.1	—	—	45.9	—
Total fixed maturity securities	$ —	$ 2,312.6	$ —	$ —	$ 2,288.5	$ —
Equity securities						
Corporate equity securities	$ 202.3	$ —	$ —	$ 198.7	$ —	$ —
Federal Home Loan Bank stock	$ —	$ —	$ 5.3	$ —	$ —	$ —
Total equity securities	$ 202.3	$ —	$ 5.3	$ 198.7	$ —	$ —

The following table provides a reconciliation of the beginning and ending balances that are measured using Level 3 inputs for the three months ended March 31, 2016.

	Equity Securities
	(in millions)
Beginning balance, January 1, 2016	$ —
Purchases, issuances, settlements, net	5.3
Ending balance, March 31, 2016	$ 5.3

Each of the Company's operating subsidiaries is a member of the Federal Home Loan Bank (FHLB) of San Francisco. Members are required to purchase stock in the FHLB in addition to maintaining collateral deposits that back any funds advanced. Investment in FHLB stock is recorded at cost, as purchases and sales of these securities are at par value with the issuer. The stock is considered a restricted security and is periodically evaluated for impairment based on the ultimate recovery of par value. Due to the nature of FHLB stock, its carrying value approximates fair value.

4. Investments

The cost or amortized cost, gross unrealized gains, gross unrealized losses, and estimated fair value of the Company’s investments were as follows:

	Cost or Amortized Cost	Gross Unrealized Gains	Gross Unrealized Losses	Estimated Fair Value
	(in millions)			
At March 31, 2016				
Fixed maturity securities				
U.S. Treasuries	$ 125.1	$ 5.5	$ —	$ 130.6
U.S. Agencies	23.0	1.4	—	24.4
States and municipalities	810.8	52.5	—	863.3
Corporate securities	912.9	32.4	(5.2)	940.1
Residential mortgage-backed securities	235.2	8.9	(0.1)	244.0
Commercial mortgage-backed securities	78.9	1.3	(0.1)	80.1
Asset-backed securities	30.0	0.1	—	30.1
Total fixed maturity securities	2,215.9	102.1	(5.4)	2,312.6
Equity securities				
Corporate equity securities	139.9	63.9	(1.5)	202.3
Federal Home Loan Bank stock	5.3	—	—	5.3
Total equity securities	145.2	63.9	(1.5)	207.6
Total investments	$ 2,361.1	$ 166.0	$ (6.9)	$ 2,520.2
At December 31, 2015				
Fixed maturity securities				
U.S. Treasuries	$ 116.4	$ 3.9	$ (0.1)	$ 120.2
U.S. Agencies	23.0	1.4	—	24.4
States and municipalities	809.4	45.1	—	854.5
Corporate securities	913.4	19.9	(8.0)	925.3
Residential mortgage-backed securities	231.8	7.1	(1.0)	237.9
Commercial mortgage-backed securities	81.1	0.2	(1.0)	80.3
Asset-backed securities	46.0	—	(0.1)	45.9
Total fixed maturity securities	2,221.1	77.6	(10.2)	2,288.5
Equity securities				
Corporate equity securities	137.5	65.8	(4.6)	198.7
Equity securities	137.5	65.8	(4.6)	198.7
Total investments	$ 2,358.6	$ 143.4	$ (14.8)	$ 2,487.2

The amortized cost and estimated fair value of fixed maturity securities at March 31, 2016, by contractual maturity, are shown below. Expected maturities differ from contractual maturities because borrowers may have the right to call or prepay obligations with or without call or prepayment penalties.

	Amortized Cost	Estimated Fair Value
	(in millions)	
Due in one year or less	$ 132.8	$ 134.4
Due after one year through five years	869.8	902.0
Due after five years through ten years	612.3	647.1
Due after ten years	256.9	274.9
Mortgage and asset-backed securities	344.1	354.2
Total	$ 2,215.9	$ 2,312.6

The following is a summary of investments that have been in a continuous unrealized loss position for less than 12 months and those that have been in a continuous unrealized loss position for 12 months or greater as of March 31, 2016 and December 31, 2015.

	March 31, 2016			December 31, 2015		
	Estimated Fair Value	Gross Unrealized Losses	Number of Issues	Estimated Fair Value	Gross Unrealized Losses	Number of Issues
	(in millions, except number of issues data)					
Less than 12 months:						
Fixed maturity securities						
U.S. Treasuries	$ —	$ —	—	$ 27.4	$ (0.1)	20
Corporate securities	67.2	(2.5)	28	328.4	(4.7)	122
Residential mortgage-backed securities	—	—	—	50.5	(0.8)	24
Commercial mortgage-backed securities	7.3	(0.1)	2	51.5	(1.0)	22
Asset-backed securities	—	—	—	34.1	—	27
Total fixed maturity securities	74.5	(2.6)	30	491.9	(6.6)	215
Equity securities	30.3	(1.5)	39	35.8	(4.6)	45
Total less than 12 months	$ 104.8	$ (4.1)	69	$ 527.7	$ (11.2)	260
12 months or greater:						
Fixed maturity securities						
Corporate securities	$ 33.5	$ (2.7)	17	$ 34.6	$ (3.3)	15
Residential mortgage-backed securities	20.9	(0.1)	23	7.1	(0.2)	25
Asset-backed securities	—	—	—	11.1	(0.1)	4
Total fixed maturity securities	54.4	(2.8)	40	52.8	(3.6)	44
Total 12 months or greater	$ 54.4	$ (2.8)	40	$ 52.8	$ (3.6)	44
Total available-for-sale:						
Fixed maturity securities						
U.S. Treasuries	$ —	$ —	—	$ 27.4	$ (0.1)	20
Corporate securities	100.7	(5.2)	45	363.0	(8.0)	137
Residential mortgage-backed securities	20.9	(0.1)	23	57.6	(1.0)	49
Commercial mortgage-backed securities	7.3	(0.1)	2	51.5	(1.0)	22
Asset-backed securities	—	—	—	45.2	(0.1)	31
Total fixed maturity securities	128.9	(5.4)	70	544.7	(10.2)	259
Equity securities	30.3	(1.5)	39	35.8	(4.6)	45
Total available-for-sale	$ 159.2	$ (6.9)	109	$ 580.5	$ (14.8)	304

Based on reviews of the fixed maturity securities, the Company determined that unrealized losses for the three months ended March 31, 2016 were primarily the result of changes in prevailing interest rates and not the credit quality of the issuers. The fixed maturity securities whose total fair value was less than amortized cost were not determined to be other-than-temporarily impaired given the severity and duration of the impairment, the credit quality of the issuers, the Company's intent to not sell the securities, and a determination that it is not more likely than not that the Company will be required to sell the securities until fair value recovers to above amortized cost, or maturity.

Based on reviews of the equity securities, the Company recognized a total impairment of $5.3 million in the fair value of 32 equity securities for the three months ended March 31, 2016, as a result of the Company's intent to sell and/or the severity and duration of the change in fair value of the securities. The remaining unrealized losses on equity securities were not considered to be other-than-temporary due to the financial condition and near-term prospects of the issuers. The other-than-temporary impairment of equity securities during the first quarter of 2016 was primarily due to the continued downturn in the energy sector.

Net realized gains on investments and the change in unrealized gains (losses) on fixed maturity and equity securities are determined on a specific-identification basis and were as follows:

	Three Months Ended March 31,	
	2016	**2015**
	(in millions)	
Net realized gains on investments		
Fixed maturity securities		
Gross gains	$ 0.2	$ —
Gross losses	(0.1)	—
Net realized gains on fixed maturity securities	$ 0.1	$ —
Equity securities		
Gross gains	$ 7.2	$ 1.5
Gross losses	(5.8)	(0.3)
Net realized gains on equity securities	$ 1.4	$ 1.2
Total	$ 1.5	$ 1.2
Change in unrealized gains (losses)		
Fixed maturity securities	$ 29.3	$ 14.1
Equity securities	1.2	(1.2)
Total	$ 30.5	$ 12.9

Net investment income was as follows:

	Three Months Ended March 31,	
	2016	**2015**
	(in millions)	
Fixed maturity securities	$ 16.7	$ 16.4
Equity securities	1.9	1.1
Gross investment income	18.6	17.5
Investment expenses	(0.8)	(0.6)
Net investment income	$ 17.8	$ 16.9

The Company is required by various state laws and regulations to keep securities or letters of credit in depository accounts with certain states in which it does business. As of March 31, 2016 and December 31, 2015, securities having a fair value of $1,032.3 million and $881.2 million, respectively, were on deposit. These laws and regulations govern not only the amount, but also the types of securities that are eligible for deposit.

Certain reinsurance contracts require Company funds to be held in trust for the benefit of the ceding reinsurer to secure the outstanding liabilities assumed by the Company. The fair value of fixed maturity securities and restricted cash and cash equivalents held in trust for the benefit of ceding reinsurers at March 31, 2016 and December 31, 2015 was $32.9 million and $32.7 million, respectively.

5. Income Taxes

Income tax expense for interim periods is measured using an estimated effective tax rate for the annual period. The following is a reconciliation of the federal statutory income tax rate to the Company's effective tax rates for the periods presented.

	Three Months Ended March 31,	
	2016	2015
Expense computed at statutory rate	35.0 %	35.0 %
Dividends received deduction and tax-exempt interest	(8.2)	(8.8)
LPT deferred gain amortization	(3.2)	(4.2)
Other	0.6	0.5
Effective tax rate	24.2 %	22.5 %

6. Liability for Unpaid Losses and Loss Adjustment Expenses

The following table represents a reconciliation of changes in the liability for unpaid losses and LAE.

	Three Months Ended March 31,	
	2016	2015
	(in millions)	
Unpaid losses and LAE, gross of reinsurance, at beginning of period	$ 2,347.5	$ 2,369.7
Less reinsurance recoverable, excluding bad debt allowance, on unpaid losses and LAE	628.2	669.5
Net unpaid losses and LAE at beginning of period	1,719.3	1,700.2
Losses and LAE, net of reinsurance, incurred during the period related to:		
Current period	110.7	107.6
Prior periods	(0.3)	1.7
Total net losses and LAE incurred during the period	110.4	109.3
Paid losses and LAE, net of reinsurance, related to:		
Current period	4.7	4.1
Prior periods	104.5	98.1
Total net paid losses and LAE during the period	109.2	102.2
Ending unpaid losses and LAE, net of reinsurance	1,720.5	1,707.3
Reinsurance recoverable, excluding bad debt allowance, on unpaid losses and LAE	621.4	663.0
Unpaid losses and LAE, gross of reinsurance, at end of period	$ 2,341.9	$ 2,370.3

Total net losses and LAE included in the above table excludes the impact of the aggregate of amortization of the deferred reinsurance gain—LPT Agreement, LPT Reserve Adjustments, and LPT Contingent Commission Adjustments, which totaled $3.1 million for the three months ended March 31, 2016 and 2015 (Note 7).

The change in the estimates of incurred losses and LAE attributable to insured events for prior periods was related to the Company's assigned risk business.

7. LPT Agreement

The Company is party to a 100% quota share retroactive reinsurance agreement (LPT Agreement) under which $1.5 billion in liabilities for losses and LAE related to claims incurred by EICN prior to July 1, 1995 were reinsured for consideration of $775.0 million. The LPT Agreement provides coverage up to $2.0 billion. The initial Deferred Gain resulting from the LPT Agreement was recorded as a liability in the accompanying consolidated balance sheets as Deferred reinsurance gain–LPT Agreement. The Company is also entitled to receive a contingent profit commission under the LPT Agreement. The contingent profit commission is an amount based on the favorable difference between actual paid losses and LAE and expected paid losses and LAE as established in the LPT Agreement. The Company records its estimate of contingent profit commission in the accompanying consolidated balance sheets as Contingent commission receivable–LPT Agreement and a corresponding liability is recorded in the accompanying consolidated balance sheets in Deferred reinsurance gain–LPT Agreement. The Deferred Gain is being amortized using the recovery method. Amortization is determined by the proportion of actual reinsurance recoveries to total estimated recoveries over the life of the LPT Agreement, except for the contingent profit commission, which is amortized through June 30, 2024, the date through which the Company is entitled to receive a contingent profit commission under the LPT Agreement. The amortization is recorded in losses and LAE incurred in the accompanying consolidated statements of comprehensive income. Any adjustments to the Deferred Gain are recorded in losses and LAE incurred in the accompanying consolidated statements of comprehensive income.

The Company amortized $3.1 million and $2.9 million of the Deferred Gain for the three months ended March 31, 2016 and 2015, respectively. Additionally, the Deferred Gain was reduced by $0.2 million for the three months ended March 31, 2015, due to a favorable LPT Contingent Commission Adjustment. The remaining Deferred Gain was $186.4 million and $189.5 million as of March 31, 2016 and December 31, 2015, respectively. The estimated remaining liabilities subject to the LPT Agreement were $490.8 million and $498.0 million as of March 31, 2016 and December 31, 2015, respectively. Losses and LAE paid with respect to the LPT Agreement totaled $702.4 million and $695.2 million from inception through March 31, 2016 and December 31, 2015, respectively.

8. Accumulated Other Comprehensive Income, net

Accumulated other comprehensive income, net, is comprised of unrealized gains on investments classified as available-for-sale, net of deferred tax expense. The following table summarizes the components of accumulated other comprehensive income, net:

	March 31, 2016	December 31, 2015
	(in millions)	
Net unrealized gain on investments, before taxes	$ 159.1	$ 128.6
Deferred tax expense on net unrealized gains	(55.7)	(45.0)
Total accumulated other comprehensive income, net	$ 103.4	$ 83.6

9. Stock-Based Compensation

The Company awarded stock options, restricted stock units (RSUs) and performance share units (PSUs) to certain officers of the Company as follows:

	Number Awarded	Weighted Average Fair Value on Date of Grant	Weighted Average Exercise Price	Aggregate Fair Value on Date of Grant
				(in millions)
March 2016				
Stock options(1)	67,431	$ 8.38	$ 27.72	$ 0.6
RSUs(1)	80,816	27.72	—	2.2
PSUs(2)	97,236	27.72	—	2.7

(1) The stock options and RSUs awarded in March 2016 were awarded to certain officers of the Company and vest 25% on March 15, 2017, and each of the subsequent three anniversaries of that date. The stock options and RSUs are subject to accelerated vesting in certain circumstances, including but not limited to: death, disability, retirement, or in connection with change of control of the Company. The stock options expire seven years from the date of grant.

(2) The PSUs awarded in March 2016 were awarded to certain officers of the Company and have a performance period of two years followed by an additional one year vesting period. The PSU awards are subject to certain performance goals with payouts that range from 0% to 200% of the target awards. The value shown in the table represents the aggregate number of PSUs awarded at the target level.

A total of 262,239 and 463,466 stock options were exercised during the three months ended March 31, 2016 and the year ended December 31, 2015, respectively.

10. Earnings Per Share

Basic earnings per share excludes dilution and is computed by dividing income applicable to stockholders by the weighted average number of shares outstanding for the period. Diluted earnings per share reflects the potential dilutive impact of all convertible securities on earnings per share. Diluted earnings per share includes shares assumed issued under the “treasury stock method,” which reflects the potential dilution that would occur if outstanding RSUs and PSUs had vested and options were to be exercised. The following table presents the net income and the weighted average number of shares outstanding used in the earnings per common share calculations.

	Three Months Ended March 31,	
	2016	2015
	(in millions, except share data)	
Net income available to stockholders—basic and diluted	$ 21.0	$ 14.0
Weighted average number of shares outstanding—basic	32,413,818	31,740,923
Effect of dilutive securities:		
PSUs	139,033	322,850
Stock options	238,582	310,899
RSUs	71,517	79,392
Dilutive potential shares	449,132	713,141
Weighted average number of shares outstanding—diluted	32,862,950	32,454,064

Diluted earnings per share excludes outstanding options and other common stock equivalents in periods where the inclusion of such options and common stock equivalents would be anti-dilutive. The following table presents options, PSUs, and RSUs that were excluded from diluted earnings per share.

	Three Months Ended March 31,	
	2016	2015
Options, PSUs and RSUs excluded under the treasury method as the potential proceeds on settlement or exercise price were greater than the value of shares acquired	80,800	267,444

Item 2. Management’s Discussion and Analysis of Consolidated Financial Condition and Results of Operations

You should read the following discussion and analysis in conjunction with our consolidated financial statements and the related notes thereto included in Item 1 of Part I. Unless otherwise indicated, all references to “we,” “us,” “our,” “the Company,” or similar terms refer to Employers Holdings, Inc. (EHI), together with its subsidiaries. The information contained in this quarterly report is not a complete description of our business or the risks associated with an investment in our common stock. We urge you to carefully review and consider the various disclosures made by us in this quarterly report and in our other reports filed with the Securities and Exchange Commission (SEC), including our Annual Report on Form 10-K for the year ended December 31, 2015 (Annual Report).

The Private Securities Litigation Reform Act of 1995 provides a safe harbor for forward-looking statements if accompanied by meaningful cautionary statements identifying important factors that could cause actual results to differ materially from those discussed. You should not place undue reliance on these statements, which speak only as of the date of this report. Forward-looking statements include those related to our expected financial position, business, financing plans, litigation, future premiums, revenues, earnings, pricing, investments, business relationships, strategic initiatives, expected losses, loss experience, loss reserves, acquisitions, competition, the impact of changes in interest rates, rate increases with respect to our business, and the insurance industry in general. Statements including words such as “expect,” “intend,” “plan,” “believe,” “estimate,” “may,” “anticipate,” “will,” or similar statements of a future or forward-looking nature identify forward-looking statements.

We undertake no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise, except as required by law. All forward-looking statements address matters that involve risks and uncertainties that could cause actual results to differ materially from historical or anticipated results, depending on a number of factors. These risks and uncertainties include, but are not limited to, those described in our Annual Report and other documents that we have filed with the SEC.

Overview

We are a Nevada holding company. Through our insurance subsidiaries, we provide workers’ compensation insurance coverage to select, small businesses in low to medium hazard industries. Workers’ compensation insurance is provided under a statutory system wherein most employers are required to provide coverage for their employees’ medical, disability, vocational rehabilitation, and/or death benefit costs for work-related injuries or illnesses. We provide workers’ compensation insurance in 33 states and the District of Columbia, with a concentration in California, where over one-half of our business is generated. Our revenues are primarily comprised of net premiums earned, net investment income, and net realized gains on investments.

We target small businesses, as we believe that this market is traditionally characterized by fewer competitors, more attractive pricing, and stronger persistency when compared to the U.S. workers’ compensation insurance industry in general. We believe we are able to price our policies at levels that are competitive and profitable over the long term. Our underwriting approach is to consistently underwrite small business accounts at appropriate and competitive prices without sacrificing long-term profitability and stability for short-term top-line revenue growth.

Our strategy is to pursue profitable growth opportunities across market cycles and maximize total investment returns within the constraints of prudent portfolio management. We pursue profitable growth opportunities by focusing on disciplined underwriting and claims management, utilizing medical provider networks designed to produce superior medical and indemnity outcomes, establishing and maintaining strong, long-term relationships with independent insurance agencies, and developing important alternative distribution channels. We continue to execute a number of strategic initiatives, including: focusing on internal and customer facing business process excellence; emphasizing the settlement of open claims; diversifying our risk exposure across our markets; utilizing a three-company pricing platform; utilizing territorial multipliers in California; non-renewing under-performing business; and targeting profitable classes of business across all of our markets.

Results of Operations

A primary measure of our performance is our ability to increase our Adjusted stockholders' equity over the long term. The following table shows a reconciliation of our stockholders' equity on a GAAP basis to our Adjusted stockholders' equity and the number of common shares outstanding.

	March 31, 2016	December 31, 2015
	(in millions, except share data)	
GAAP stockholders' equity	$ 803.7	$ 760.8
Deferred reinsurance gain–LPT Agreement	186.4	189.5
Less: Accumulated other comprehensive income, net	103.4	83.6
Adjusted stockholders' equity(1)	$ 886.7	$ 866.7
Common shares outstanding	32,483,983	32,216,480

(1) Adjusted stockholders' equity is a non-GAAP measure that is defined as total stockholders' equity plus the Deferred reinsurance gain–LPT Agreement (Deferred Gain), less Accumulated other comprehensive income, net. We believe that Adjusted stockholders' equity is an important supplemental measure of our capital position.

Overall, net income was $21.0 million and $14.0 million for three months ended March 31, 2016 and 2015, respectively. We recognized underwriting income of $8.7 million and $0.6 million for the three months ended March 31, 2016 and 2015, respectively. Underwriting income or loss is determined by deducting losses and LAE, commission expense, and underwriting and other operating expenses from net premiums earned.

The comparative components of net income are set forth in the following table:

	Three Months Ended March 31, 2016	Three Months Ended March 31, 2015
	(in millions)	
Gross premiums written	$ 190.7	$ 174.0
Net premiums written	188.7	171.9
Net premiums earned	$ 172.6	$ 159.0
Net investment income	17.8	16.9
Net realized gains on investments	1.5	1.2
Other income	0.1	0.1
Total revenues	192.0	177.2
Losses and LAE	107.3	106.2
Commission expense	20.3	18.7
Underwriting and other operating expenses	36.3	33.5
Interest expense	0.4	0.7
Income tax expense	6.7	4.1
Total expenses	171.0	163.2
Net income	$ 21.0	$ 14.0
Less amortization of the Deferred Gain related to losses	$ 2.6	$ 2.4
Less amortization of the Deferred Gain related to contingent commission	0.5	0.5
Less impact of LPT Contingent Commission Adjustments(1)	—	0.2
Net income before impact of the LPT Agreement(2)	$ 17.9	$ 10.9

(1) Any adjustment to the contingent profit commission under the LPT Agreement results in a cumulative adjustment to the Deferred Gain, which is recognized in losses and LAE incurred in the Consolidated Statements of Comprehensive Income, such that the Deferred Gain reflects the balance that would have existed had the revised contingent profit commission been recognized at the inception of the LPT Agreement (LPT Contingent Commission Adjustments).

(2) We define net income before impact of the LPT Agreement as net income before the impact of: (a) amortization of Deferred Gain; (b) adjustments to LPT Agreement ceded reserves; and (c) adjustments to contingent commission receivable–LPT Agreement. Deferred Gain reflects the unamortized gain from our LPT Agreement. Under GAAP, this gain is deferred and is being amortized using the recovery method. Amortization is determined by the proportion of actual reinsurance recoveries to total estimated recoveries over the life of the LPT Agreement, except for the contingent profit commission, which is amortized through June 30, 2024. The amortization is reflected in losses

and LAE. We periodically reevaluate the remaining direct reserves subject to the LPT Agreement and the expected losses and LAE subject to the contingent profit commission under the LPT Agreement. Our reevaluation results in corresponding adjustments, if needed, to reserves, ceded reserves, contingent commission receivable, and the Deferred Gain, with the net effect being an increase or decrease to net income. Net income before impact of the LPT Agreement is not a measurement of financial performance under GAAP, but rather reflects a difference in accounting treatment between statutory and GAAP, and should not be considered in isolation or as an alternative to net income before income taxes or net income, or any other measure of performance derived in accordance with GAAP.

We present net income before impact of the LPT Agreement because we believe that it is an important supplemental measure of operating performance to be used by analysts, investors, and other interested parties in evaluating us. The LPT Agreement was a non-recurring transaction under which the Deferred Gain does not effect our ongoing operations, and, consequently, we believe this presentation is useful in providing a meaningful understanding of our operating performance. In addition, we believe this non-GAAP measure, as we have defined it, is helpful to our management in identifying trends in our performance because the LPT Agreement has limited significance on our current and ongoing operations.

Gross Premiums Written

Gross premiums written is the sum of both direct premiums written and assumed premiums written before the effect of ceded reinsurance. Gross premiums written increased 9.6% for the three months ended March 31, 2016, compared to the same period of 2015. The difference was primarily the result of a $13.5 million increase in our final audit premiums, year-over-year. Additionally, we saw growth in premiums written year-over-year, particularly in states outside California, which was partially offset by declines in premium in the LA Area of California, as we continue to focus on profitable classes of business.

Net Premiums Earned

Net premiums earned are those portions of the premiums that apply to the expired portions of the policies in force. Net premiums earned are recognized as revenue. Net premiums earned increased 8.6% for the three months ended March 31, 2016, compared to the same period of 2015. The difference was primarily the result of a $13.5 million increase in our final audit premiums, year-over-year. Additionally, we saw growth in premiums earned year-over-year, particularly in states outside California, driven by our effort to diversify our risk exposure across our markets and target profitable classes of business across all of our markets. Fifty-seven percent of our in-force premiums were generated in California and no other state represented a significant concentration of business as of March 31, 2016.

The following table shows the percentage change in our in-force premiums, policy count, average policy size, payroll exposure upon which our premiums are based, and net rate overall and for California:

	As of March 31, 2016					
	Year-to-Date Increase (Decrease)			Year-Over-Year Increase (Decrease)		
	Overall	California	All Other States	Overall	California	All Other States
In-force premiums	0.6 %	0.1 %	1.3 %	(0.4)%	(3.6)%	4.1 %
In-force policy count	0.7	(0.5)	2.1	0.6	(4.5)	6.6
Average in-force policy size	(0.1)	0.6	(0.7)	(1.0)	0.9	(2.4)
In-force payroll exposure	1.1	1.4	0.9	2.8	(0.6)	4.8
Net rate[(1)]	(0.4)	(1.3)	0.4	(3.1)	(3.0)	(0.7)

(1) Net rate, defined as total in-force premiums divided by total insured payroll exposure, is a function of a variety of factors, including rate changes, underwriting risk profiles and pricing, and changes in business mix related to economic and competitive pressures.

Our in-force premiums and policy count in California declined 3.6% and 4.5%, respectively, year-over-year as of March 31, 2016, while our in-force premiums and policy count in all other states increased 4.1% and 6.6%, respectively, during the same period, as we continued to diversify our risk exposure across our markets.

Our net rate (total in-force premiums divided by total insured payroll exposure) in California decreased 3.0% year-over-year as of March 31, 2016, as we continued to diversify our premiums in California by territory and targeted profitable classes of business. Net rate is a function of a variety of factors, including rate changes, underwriting risk profiles and pricing, and changes in business mix related to economic and competitive pressures.

Our in-force premiums and number of policies in-force for California and all other states combined were as follows:

State	March 31, 2016			December 31, 2015			March 31, 2015			December 31, 2014		
	In-force Premiums		Policies In-force	In-force Premiums		Policies In-force	In-force Premiums		Policies In-force	In-force Premiums		Policies In-force
	(dollars in millions)											
California	$	352.5	43,843	$	352.2	44,080	$	365.7	45,915	$	370.8	47,093
Other		270.8	41,252		267.3	40,416		260.2	38,689		257.1	38,209
Total	$	623.3	85,095	$	619.5	84,496	$	625.9	84,604	$	627.9	85,302

Our alternative distribution channels that utilize partnerships and alliances generated $150.3 million and $146.8 million, or 24.1% and 23.5%, of our in-force premiums as of March 31, 2016 and 2015, respectively. We believe that the bundling of products and services through these relationships contributes to higher retention rates than business generated by our independent agents. These relationships also allow us to access new customers that we may not have access to through our independent agent distribution channel. We continue to actively seek new partnerships and alliances.

Net Investment Income and Net Realized Gains on Investments

We invest our holding company assets, statutory surplus, and the funds supporting our insurance liabilities, including unearned premiums and unpaid losses and LAE. We invest in fixed maturity securities, equity securities, and cash equivalents. Net investment income includes interest and dividends earned on our invested assets and amortization of premiums and discounts on our fixed maturity securities, less bank service charges and custodial and portfolio management fees. We have established a high quality/short duration bias in our investment portfolio.

Net investment income increased 5.3% for the three months ended March 31, 2016, compared to the same period of 2015. The average pre-tax book yield on invested assets was 3.2% and 3.1% at March 31, 2016 and 2015, respectively. The tax-equivalent yield on invested assets was 3.8% at both March 31, 2016 and 2015. The increased net investment income for the three months ended March 31, 2016 was primarily related to higher pre-tax book yield year-over-year, attributable to increased investments in high-yield equity securities.

Realized gains and losses on our investments are reported separately from our net investment income. Realized gains and losses on investments include the gain or loss on a security at the time of sale compared to its original or adjusted cost (equity securities) or amortized cost (fixed maturity securities). Realized losses are also recognized when securities are written down as a result of an other-than-temporary impairment.

Net realized gains on investments were $1.5 million and $1.2 million for the three months ended March 31, 2016 and 2015, respectively. Net realized gains on investments during the first quarter of 2016 were the result of $6.8 million in gains related to the sale of equity securities as part of a regular rebalancing of our equity investment portfolio and to meet cash needs at the holding company, partially offset by $5.3 million in other-than-temporary impairments of certain equity securities due to our intent to sell certain securities and the continued downturn in the energy sector.

Additional information regarding our Investments is set forth under "—Liquidity and Capital Resources—Investments."

Combined Ratio

The combined ratio, a key measurement of underwriting profitability, is the sum of the loss and LAE ratio, the commission expense ratio, and the underwriting and other operating expenses ratio. When the combined ratio is below 100%, we have recorded underwriting income, and conversely, when the combined ratio is greater than 100%, we have recorded an underwriting loss and cannot be profitable without investment income. Because we have only one operating segment, holding company expenses are included in our calculation of the combined ratio and increased the combined ratio by 1.9 and 2.3 percentage points for the three months ended March 31, 2016 and 2015, respectively.

The following table provides the calculation of our calendar period combined ratios.

	Three Months Ended March 31,	
	2016	2015
Loss and LAE ratio	62.2%	66.8%
Underwriting and other operating expenses ratio	21.0	21.1
Commission expense ratio	11.8	11.7
Combined ratio	95.0%	99.6%

Loss and LAE Ratio. This is the ratio of losses and LAE to net premiums earned. Losses and LAE represents our largest expense item and includes claim payments made, amortization of the Deferred Gain, estimates for future claim payments and changes in those estimates for current and prior periods, and costs associated with investigating, defending, and adjusting claims. The quality of our financial reporting depends in large part on accurately predicting our losses and LAE, which are inherently uncertain as they are estimates of the ultimate cost of individual claims based on actuarial estimation techniques.

Our indemnity claims frequency (the number of claims expressed as a percentage of payroll) has decreased year-over-year; however, our loss experience indicates a slight upward movement in medical and indemnity costs per claim that is reflected in our current accident year loss estimate. We believe our current accident year loss and LAE estimate is adequate; however, given the long-tail nature of our business, ultimate losses will not be known with any certainty for many years.

Our loss and LAE ratio decreased 4.6 percentage points, while the amount of our losses and LAE increased 1.0% for the three months ended March 31, 2016, compared to the same period of 2015. The decrease in our loss and LAE ratio was primarily due to a decrease in the current accident year loss estimate.

Our current accident year loss estimates were 64.1% and 67.7% for the three months ended March 31, 2016 and 2015, respectively. The decrease in our current accident year loss estimate reflects the impact of key business initiatives, including but not limited to: emphasizing the settlement of open claims; diversifying our risk exposure across our markets; non-renewing underperforming business; and targeting profitable classes of business across all of our markets. In addition, we have increased rates in the LA Area in California limiting our growth in that territory, while we continue to grow in other territories in California and outside California. Prior accident year favorable (unfavorable) loss development was $0.3 million and $(1.7) million for the three months ended March 31, 2016 and 2015, respectively. Prior accident year loss development was related to our assigned risk business.

Excluding the impact from the LPT Agreement, losses and LAE would have been $110.4 million and $109.3 million, or 64.0% and 68.7% of net premiums earned, for the the three months ended March 31, 2016 and 2015, respectively.

The table below reflects losses and LAE reserve adjustments and the impact of the LPT on net income before taxes.

	Three Months Ended March 31,	
	2016	2015
	(in millions)	
Prior accident year favorable (unfavorable) loss development, net	$ 0.3	$ (1.7)
Amortization of the Deferred Gain related to losses	$ 2.6	$ 2.4
Amortization of the Deferred Gain related to contingent commission	0.5	0.5
Impact of LPT Contingent Commission Adjustments	—	0.2
Total impact of the LPT on losses and LAE	3.1	3.1
Total losses and LAE reserve adjustments	$ 3.4	$ 1.4

Underwriting and Other Operating Expenses Ratio. The underwriting and other operating expenses ratio is the ratio of underwriting and other operating expenses to net premiums earned and measures an insurance company's operational efficiency in producing, underwriting, and administering its insurance business.

Underwriting and other operating expenses are those costs that we incur to underwrite and maintain the insurance policies we issue, excluding commission. These expenses include premium taxes and certain other general expenses that vary with, and are primarily related to, producing new or renewal business. Other underwriting expenses include policyholder dividends, changes in estimates of future write-offs of premiums receivable, general administrative expenses such as salaries and benefits, rent, office supplies, depreciation, and all other operating expenses not otherwise classified separately. Policy acquisition costs are variable based on premiums earned. Other operating expenses are more fixed in nature and become a smaller percentage of net premiums earned as premiums increase.

Our underwriting and other operating expenses ratio was relatively flat for the three months ended March 31, 2016, compared to the same period of 2015. The amount of our underwriting and other operating expenses increased 8.4% for the three months ended March 31, 2016, compared to the same period of 2015. During the three months ended March 31, 2016 our premium taxes and assessments increased $1.4 million, and compensation-related expenses increased $1.2 million, compared to the same period of 2015.

Commission Expense Ratio. The commission expense ratio is the ratio of commission expense to net premiums earned and measures the cost of compensating agents and brokers for the business we have underwritten.

Commission expense includes direct commissions to our agents and brokers for the premiums that they produce for us, as well as incentive payments, other marketing costs, and fees.

Our commission expense ratio was relatively flat for the three months ended March 31, 2016, compared to the same period of 2015, while our commission expense increased 8.6%, for the three months ended March 31, 2016, compared to the same period of 2015. The increase in commission expense for the three months ended March 31, 2016 was primarily due to increased net premiums earned.

Income Tax Expense

Income tax expense was $6.7 million and $4.1 million for the three months ended March 31, 2016 and 2015, respectively. Our effective tax rate was 24.2% and 22.5% for the three months ended March 31, 2016, and 2015, respectively. The increase in income tax expense was primarily due to increases in our projected annual net income before taxes.

Liquidity and Capital Resources

Holding Company Liquidity

We are a holding company and our ability to fund our operations is contingent upon existing capital and the ability of our insurance subsidiaries to pay dividends up to the holding company. Payment of dividends by our insurance subsidiaries is restricted by state insurance laws and regulations, including laws establishing minimum solvency and liquidity thresholds. We require cash to pay stockholder dividends, repurchase common stock, make interest and principal payments on our outstanding debt obligations, provide additional surplus to our insurance subsidiaries, and fund our operating expenses.

The holding company had $33.2 million of cash and cash equivalents and fixed maturity securities maturing within the next 24 months at March 31, 2016. Total cash and investments at the holding company was $85.6 million at March 31, 2016. We believe that the liquidity needs of the holding company over the next 24 months will be met with cash, investments, and dividends from our insurance subsidiaries.

Operating Subsidiaries' Liquidity

The primary sources of cash for our insurance operating subsidiaries are funds generated from underwriting operations, investment income, maturities and sales of investments, and capital contributions from the parent holding company. The primary uses of cash are payments of claims and operating expenses, purchases of investments, and payments of dividends to the parent holding company, which are subject to state insurance laws and regulations.

Our insurance subsidiaries had $383.3 million of cash and cash equivalents and fixed maturity securities maturing within the next 24 months at March 31, 2016. We believe that our subsidiaries’ liquidity needs over the next 24 months will be met with cash from operations, investment income, and maturing investments.

Each of our insurance subsidiaries, EICN, ECIC, EPIC, and EAC, became a member of the Federal Home Loan Bank of San Francisco (FHLB) in January 2016. Membership allows our subsidiaries access to collateralized advances, which may be used to support and enhance liquidity management. The amount of advances that may be taken is dependent on statutory admitted assets on a per company basis. Currently, none of our subsidiaries has advances outstanding under the FHLB facility.

We purchase reinsurance to protect us against the costs of severe claims and catastrophic events. On July 1, 2015, we entered into a reinsurance program that is effective through June 30, 2016. The reinsurance program consists of one treaty covering excess of loss and catastrophic loss events in five layers of coverage. Our reinsurance coverage is $193.0 million in excess of our $7.0 million retention on a per occurrence basis, subject to certain exclusions. We believe that our reinsurance program meets our needs and that we are sufficiently capitalized.

Various state laws and regulations require us to hold securities or letters of credit on deposit with certain states in which we do business. Securities having a fair value of $1,032.3 million and $881.2 million were on deposit at March 31, 2016 and December 31, 2015, respectively. These laws and regulations govern both the amount and types of fixed maturity securities that are eligible for deposit. Additionally, certain reinsurance contracts require Company funds to be held in trust for the benefit of the ceding reinsurer to secure the outstanding liabilities we assumed. The fair value of fixed maturity securities held in trust for the benefit of ceding reinsurers was $32.9 million and $32.7 million at March 31, 2016 and December 31, 2015, respectively.

Sources of Liquidity

We monitor cash flows at both the consolidated and subsidiary levels. We use trend and variance analyses to project future cash needs, making adjustments to our forecasts as appropriate. For additional information regarding our cash flows, see Item 1, Unaudited Consolidated Statements of Cash Flows.

The table below shows our net cash flows for the three months ended:

	March 31, 2016	March 31, 2015
	(in millions)	
Cash and cash equivalents provided by (used in):		
Operating activities	$ 20.8	$ 24.9
Investing activities	(6.8)	(81.2)
Financing activities	0.2	(1.7)
Increase (Decrease) in cash and cash equivalents	$ 14.2	$ (58.0)

Operating Cash Flows. Major components of net cash provided by operating activities for the three months ended March 31, 2016 included net premiums received of $176.0 million and investment income received of $22.5 million. These were partially offset by claims payments of $109.4 million (net of $7.8 million recovered from reinsurers), underwriting and other operating expenses paid of $46.1 million (including premium taxes paid of $12.1 million), and commissions paid of $21.2 million.

Major components of net cash provided by operating activities for the three months ended March 31, 2015 included net premiums received of $171.3 million and investment income received of $21.4 million. These were partially offset by claims payments of $99.5 million (net of $10.5 million recovered from reinsurers), underwriting and other operating expenses paid of $49.6 million (including premium taxes paid of $7.3 million), and commissions paid of $18.7 million.

Investing Cash Flows. The major components of net cash used in investing activities for the three months ended March 31, 2016 and 2015 were the purchases of fixed maturity and equity securities, partially offset by proceeds from sales, maturities, and redemptions of investments.

Financing Cash Flows. Cash provided by financing activities for the three months ended March 31, 2016 was due to cash received related to the exercise of stock options during the quarter, offset by cash used to repurchase common stock and to pay dividends to stockholders.

The majority of cash used in financing activities for the three months ended 2015 was to pay dividends to stockholders.

Dividends. Dividends paid to stockholders were $2.9 million and $1.9 million for the three months ended March 31, 2016 and 2015, respectively. On April 27, 2016, the Board of Directors declared a $0.09 dividend per share, payable May 25, 2016, to stockholders of record on May 11, 2016.

Share Repurchases. On February 16, 2016, the Board of Directors authorized a share repurchase program for up to $50.0 million of our common stock from February 22, 2016 through February 22, 2018 (the 2016 Program). Through March 31, 2016, we repurchased a total of 37,331 shares of common stock under the 2016 Program at an average price of $27.88 per share, including commissions, for a total of $1.0 million.

Capital Resources

Our capital structure is comprised of outstanding debt and stockholders' equity. As of March 31, 2016, our capital structure consisted of $32.0 million in surplus notes maturing in 2034, and $990.1 million of stockholders' equity, plus the Deferred Gain. Outstanding debt was 3.1% of total capitalization, including the Deferred Gain, as of March 31, 2016.

Contractual Obligations and Commitments. The following table identifies our long-term debt and contractual obligations as of March 31, 2016.

	Payment Due By Period				
	Total	Less Than 1-Year	1-3 Years	4-5 Years	More Than 5 Years
	(in millions)				
Operating leases	$ 19.5	$ 5.0	$ 8.4	$ 5.4	$ 0.7
Purchased liabilities	6.4	3.2	3.1	0.1	—
Notes payable[(1)]	60.2	1.5	3.1	3.1	52.5
Capital leases	0.7	0.3	0.4	—	—
Losses and LAE reserves [(2)(3)]	2,341.9	380.7	476.5	272.1	1,212.6
Total contractual obligations	$ 2,428.7	$ 390.7	$ 491.5	$ 280.7	$ 1,265.8

(1) Notes payable obligations reflect payments for the principal and estimated interest expense based on LIBOR rates plus a margin. The estimated interest expense was based on the contractual obligations of the debt outstanding as of March 31, 2016. The interest rates range from 4.7% to 4.9%.

(2) Estimated losses and LAE reserve payment patterns have been computed based on historical information. Our calculation of loss and LAE reserve payments by period is subject to the same uncertainties associated with determining the level of reserves and to the additional uncertainties arising from the difficulty of predicting when claims (including claims that have not yet been reported to us) will be paid. Actual payments of losses and LAE by period will vary, perhaps materially, from the above table to the extent that current estimates of losses and LAE reserves vary from actual ultimate paid claims due to variations between expected and actual payout patterns.

(3) The losses and LAE reserves are presented gross of reinsurance recoverables for unpaid losses, which are as follows for each of the periods presented above:

	Recoveries By Period				
	Total	Less Than 1-Year	1-3 Years	4-5 Years	More Than 5 Years
	(in millions)				
Reinsurance recoverables for unpaid losses	$ (621.4)	$ (31.0)	$ (58.7)	$ (54.5)	$ (477.2)

Investments

The cost or amortized cost of our investment portfolio was $2.4 billion and the fair value was $2.5 billion as of March 31, 2016.

We employ an investment strategy that emphasizes asset quality and considers the durations, maturities, and anticipated cash flows of securities against anticipated claim payments, other expenditures and liabilities, and capital and liquidity needs. Our investment portfolio is structured so that investments mature periodically in reasonable relation to current expectations of future claim payments. Currently, we make claim payments from positive cash flow from operations and use excess cash to invest in operations, invest in marketable securities, return capital to our stockholders, and fund growth.

As of March 31, 2016, our investment portfolio, which is classified as available-for-sale, consisted of 91.8% fixed maturity securities whose fair values may fluctuate due to prevailing market interest rates. We strive to limit interest rate risk by managing the duration of our fixed maturity securities. Our fixed maturity securities (excluding cash and cash equivalents) had a duration of 4.2 at March 31, 2016. To minimize interest rate risk, our portfolio is weighted toward short-term and intermediate-term bonds; however, our investment strategy balances consideration of duration, yield, and credit risk. Our investment guidelines require that the minimum weighted average quality of our fixed maturity securities portfolio be "AA-," using ratings assigned by Standard & Poor's (S&P). Our fixed maturity securities portfolio had a weighted average quality of "AA-" as of March 31, 2016, with 57.9% of the portfolio rated "AA" or better, based on market value.

We carry our portfolio of equity securities on our balance sheet at fair value. We seek to minimize our exposure to equity price risk by investing primarily in the equity securities of mid-to-large capitalization issuers and by diversifying our equity holdings across several industry sectors. Equity securities represented 8.2% of our investment portfolio at March 31, 2016.

Given current economic uncertainty and continuing market volatility, we believe that our current asset allocation best meets our strategy to preserve capital for policyholders, to provide sufficient income to support our insurance operations, and to effectively grow book value over a long-term investment horizon.

The following table shows the estimated fair value, the percentage of the fair value to total invested assets, the average book yield, and the average tax equivalent yield based on the fair value of each category of invested assets as of March 31, 2016.

Category	Estimated Fair Value	Percentage of Total	Book Yield	Tax Equivalent Yield
	(in millions, except percentages)			
U.S. Treasuries	$ 130.6	5.2%	1.8%	1.8%
U.S. Agencies	24.4	1.0	4.7	4.7
States and municipalities	863.3	34.2	3.2	4.6
Corporate securities	940.1	37.3	3.1	3.1
Residential mortgage-backed securities	244.0	9.7	3.2	3.2
Commercial mortgage-backed securities	80.1	3.2	2.5	2.5
Asset-backed securities	30.1	1.2	1.3	1.3
Equity securities	207.6	8.2	5.2	6.8
Total	$ 2,520.2	100.0%		
Weighted average yield			3.2%	3.8%

The following table shows the percentage of total estimated fair value of our fixed maturity securities as of March 31, 2016 by credit rating category, using the lower of ratings assigned by Moody's Investor Services and/or S&P.

Rating	Percentage of Total Estimated Fair Value
“AAA”	9.5%
“AA”	48.4
“A”	27.8
“BBB”	13.8
Below investment grade	0.5
Total	100.0%

Investments that we currently own could be subject to default by the issuer or could suffer declines in fair value that become other-than-temporary. We regularly assess individual securities as part of our ongoing portfolio management, including the identification of other-than-temporary declines in fair value. Our other-than-temporary impairment assessment includes reviewing the extent and duration of declines in the fair value of investments below amortized cost, historical and projected financial performance and near-term prospects of the issuer, the outlook for industry sectors, credit rating, and macro-economic changes. We also make a determination as to whether it is not more likely than not that we will be required to sell the security before its fair value recovers above cost, or maturity.

Based on our reviews of fixed maturity and equity securities, we believe that we appropriately identified the declines in the fair values of our unrealized losses for the three months ended March 31, 2016. We determined that the unrealized losses on fixed maturity securities were primarily the result of prevailing interest rates and not the credit quality of the issuers. The fixed maturity securities whose fair value was less than amortized cost were not determined to be other-than-temporarily impaired given the severity and duration of the impairment, the credit quality of the issuers, the Company’s intent to not sell the securities, and a determination that it is not more likely than not that the Company will be required to sell the securities until fair value recovers to above cost, or maturity.

Based on reviews of the equity securities, the Company recognized a total impairment of $5.3 million in the fair value of 32 equity securities for the three months ended March 31, 2016, as a result of our intent to sell and/or the severity and duration of the change in fair value of the securities. The remaining unrealized losses on equity securities were not considered to be other-than-temporary due to the financial condition and near-term prospects of the issuers. The other-than-temporary impairment of equity securities during the first quarter of 2016 was primarily due to the continued downturn in the energy sector.

Off-Balance Sheet Arrangements

We have no off-balance sheet arrangements.

Critical Accounting Policies

These unaudited interim consolidated financial statements include amounts based on the use of estimates and judgments of management for those transactions that are not yet complete. We believe that the estimates and judgments that were most critical to the preparation of the consolidated financial statements involved the following: (a) reserves for losses and LAE; (b) reinsurance recoverables; (c) recognition of premium income; (d) deferred income taxes; and (e) valuation of investments. These estimates and judgments require the use of assumptions about matters that are highly uncertain and therefore are subject to change as facts and circumstances develop. Our accounting policies are discussed under "Critical Accounting Policies" in Management's Discussion and Analysis of Financial Condition and Results of Operations in our Annual Report.

Item 3. Quantitative and Qualitative Disclosures About Market Risk

Market risk is the risk of potential economic loss principally arising from adverse changes in the fair value of financial instruments. The major components of market risk affecting us are credit risk, interest rate risk, and equity price risk, and are described in detail in our Annual Report. We have not experienced any material changes in market risk since December 31, 2015.

The primary market risk exposure to our investment portfolio, which consists primarily of fixed maturity securities, is interest rate risk. We have the ability to hold fixed maturity securities to maturity and we strive to limit interest rate risk by managing duration. As of March 31, 2016, our fixed maturity securities portfolio had a duration of 4.2. We continually monitor the impact of interest rate changes on our investment portfolio and liquidity obligations. Changes to our market risk, if any, since December 31, 2015 are reflected in Management’s Discussion and Analysis of Financial Condition and Results of Operations and the financial statements contained in this Form 10-Q.

Item 4. Controls and Procedures

Under the supervision and with the participation of our management, including our Chief Executive Officer and Chief Financial Officer, we have evaluated the effectiveness of our disclosure controls and procedures (as defined in Rules 13a-15(e) and 15d-15(e) under the Securities Exchange Act of 1934, as amended (Exchange Act)) as of the end of the period covered by this report. Based on that evaluation, our Chief Executive Officer and Chief Financial Officer concluded that our disclosure controls and procedures were effective as of the end of the period covered by this report.

There have not been any changes in our internal control over financial reporting (as defined in Rule 13a-15(f) under the Exchange Act) during the period covered by this report that have materially affected, or are reasonably likely to materially affect, our internal control over financial reporting.

PART II – OTHER INFORMATION

Item 1. Legal Proceedings

From time-to-time, the Company is involved in pending and threatened litigation in the normal course of business in which claims for monetary damages are asserted. In the opinion of management, the ultimate liability, if any, arising from such pending or threatened litigation is not expected to have a material effect on our results of operations, liquidity, or financial position.

Item 1A. Risk Factors

We have disclosed in our Annual Report the most significant risk factors that can impact year-to-year comparisons and that may affect the future performance of the Company's business. On a quarterly basis, we review these disclosures and update the risk factors, as appropriate. As of the date of this report, there have been no material changes to the risk factors contained in our Annual Report.

Item 2. Unregistered Sales of Equity Securities and Use of Proceeds

The following table summarizes the repurchases of our common stock for the three months ended March 31, 2016:

Period	Total Number of Shares Purchased	Average Price Paid Per Share(1)	Total Number of Shares Purchased as Part of Publicly Announced Program	Approximate Dollar Value of Shares that May Yet be Purchased Under the Program(2)
				(in millions)
January 1 – January 31, 2016	—	$ —	—	$ —
February 1 – February 29, 2016	—	—	—	50.0
March 1 – March 31, 2016	37,331	27.88	37,331	49.0
Total	37,331	$ 27.88	37,331	

(1) Includes fees and commissions paid on stock repurchases.

(2) On February 16, 2016, the Board of Directors authorized a share repurchase program for repurchases of up to $50 million of the Company's common stock (the 2016 Program). We expect that shares may be purchased at prevailing market prices through February 22, 2018 through a variety of methods, including open market or private transactions, in accordance with applicable laws and regulations and as determined by management. The timing and actual number of shares repurchased will depend on a variety of factors, including the share price, corporate and regulatory requirements, and other market and economic conditions. Repurchases under the 2016 Program may be commenced, modified, or suspended from time to time without prior notice, and the program may be suspended or discontinued at any time.

Item 3. Defaults Upon Senior Securities

None.

Item 4. Mine Safety Disclosures

Not applicable.

Item 5. Other Information

None.

Item 6. Exhibits

Exhibit No.	Description of Exhibit	Included Herewith	Incorporated by Reference Herein		
			Form	Exhibit	Filing Date
*10.1	Amendment No. 1, dated January 29, 2016, to Employment Agreement effective November 10, 2014 by and between Employers Holdings, Inc. and Terry Eleftheriou		8-K	10.1	February 2, 2016
31.1	Certification of Douglas D. Dirks Pursuant to Section 302	X			
31.2	Certification of Terry Eleftheriou Pursuant to Section 302	X			
32.1	Certification of Douglas D. Dirks Pursuant to Section 906	X			
32.2	Certification of Terry Eleftheriou Pursuant to Section 906	X			
101.INS	XBRL Instance Document	X			
101.SCH	XBRL Taxonomy Extension Schema Document	X			
101.CAL	XBRL Taxonomy Extension Calculation Linkbase Document	X			
101.DEF	XBRL Taxonomy Extension Definition Linkbase Document	X			
101.LAB	XBRL Taxonomy Extension Label Linkbase Document	X			
101.PRE	XBRL Taxonomy Extension Presentation Linkbase Document	X			

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized.

EMPLOYERS HOLDINGS, INC.

Date: April 28, 2016	/s/ Douglas D. Dirks
	Douglas D. Dirks President and Chief Executive Officer Employers Holdings, Inc.
Date: April 28, 2016	/s/ Terry Eleftheriou
	Terry Eleftheriou Executive Vice President and Chief Financial Officer Employers Holdings, Inc. (Principal Financial and Accounting Officer)

Exhibit 31.1

CERTIFICATIONS

I, Douglas D. Dirks, certify that:

1. I have reviewed this quarterly report on Form 10-Q of Employers Holdings, Inc.;

2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;

3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;

4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:

    (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;

    (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;

    (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and

    (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting;

5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):

    (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and

    (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: April 28, 2016

/s/ Douglas D. Dirks

Douglas D. Dirks
President and Chief Executive Officer
Employers Holdings, Inc.

Exhibit 31.2

CERTIFICATIONS

I, Terry Eleftheriou, certify that:

1. I have reviewed this quarterly report on Form 10-Q of Employers Holdings, Inc.;

2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;

3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;

4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:

   (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;

   (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;

   (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and

   (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting;

5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):

   (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and

   (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: April 28, 2016

/s/ Terry Eleftheriou

Terry Eleftheriou

Executive Vice President and Chief Financial Officer
Employers Holdings, Inc.
(Principal Financial and Accounting Officer)

Exhibit 32.1

CERTIFICATION PURSUANT TO 18 U.S.C. SECTION 1350

as Adopted Pursuant to Section 906 of the Sarbanes-Oxley Act of 2002

In connection with the Form 10-Q of Employers Holdings, Inc. (the Company) for the quarter ended March 31, 2016, as filed with the Securities and Exchange Commission on the date hereof (the Report), the undersigned hereby, certifies, pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that, to the best of his knowledge:

(1) The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and

(2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

Date: April 28, 2016	/s/ Douglas D. Dirks
	Douglas D. Dirks
	President and Chief Executive Officer
	Employers Holdings, Inc.

Exhibit 32.2

CERTIFICATION PURSUANT TO 18 U.S.C. SECTION 1350

as Adopted Pursuant to Section 906 of the Sarbanes-Oxley Act of 2002

In connection with the Form 10-Q of Employers Holdings, Inc. (the Company) for the quarter ended March 31, 2016, as filed with the Securities and Exchange Commission on the date hereof (the Report), the undersigned hereby, certifies, pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that, to the best of his knowledge:

(1) The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and

(2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

Date: April 28, 2016

/s/ Terry Eleftheriou

Terry Eleftheriou

Executive Vice President and Chief Financial Officer
Employers Holdings, Inc.
(Principal Financial and Accounting Officer)